

THE BEACONview

STATE OF NORTH CAROLINA Office of the STATE CONTROLLER

BEACON HR/PAYROLL PROJECT REMAINS ON PACE PARTICIPATION AND INVOLVEMENT FROM STATE AGENCIES AT AN ALL-TIME HIGH



"BEACON represents a unique career opportunity to help shape the future of our state government. BEACON will provide employees with new tools and information to better manage their work, while increasing efficiency to better serve the citizens of North Carolina."

— Deputy State Budget Officer Charles Perusse

Deployment Group I Agencies (January 2008)

- Department of Administration/
Lt. Governor's Office
- Department of Correction
- Department of Revenue
 - Department of Transportation
- Governor's Office / Office of State Budget & Management
- Information Technology Services
- Office of State Controller
- Office of State Personnel
- State Board of Elections

** All other agencies are scheduled to go-live April 2008.*

The HR/Payroll project has come a long way since January of this year. With the April additions of the project's shared services vendor, Deloitte Consulting, and training vendor, Ciber, the Program Management Office has compiled a strong team of state employees and consultants to meet the January and April 2008 go-live dates.

In addition to the new vendors, the project team has continued to work with the State's human resource directors, payroll officers and BEACON support team members to "North Carolinaize" the SAP software package.

With fewer than 29 weeks remaining until the project's go-live date, the team will continue working at an up tempo. Since January alone the project team has achieved many milestones, which include, among other things, the:

- Design, build, and testing of core HR/Payroll business processes
- Creation of functional and technical design interfaces
- Design and build of SAP security roles and profiles
- Development of the SAP security strategy
- Creation of a database identifying the State's HR/Payroll staff and the percentage of time they spend on specific HR/Payroll activities
- Staffing of the Deployment Team

During the Realization kick-off event, which took place January 24, numerous key advantages the new system will offer were identified, including:

- An employee ID to replace SSN – Employees will no longer be identified by their SSN, instead they will have an employee identifier that will follow them throughout their state career and into the retirement system.



BEACON HR/Payroll Change Team members host an impact assessment workshop for agency human resource directors and BEACON support team change agents.

- Drop down boxes vs. memorized codes – The current systems require users to memorize codes. In the new system drop down boxes containing pre-populated values eliminate this need.
- Integration across application areas – The current systems operate in silos and do not communicate well with each other. In the new system, because all data is stored in one database, information is accessible across application areas (e.g. HR actions automatically kick off payroll and benefits activities).
- Single entry vs. dual entry – In the current system data has to be entered multiple times in multiple systems. In the new system, which combines human resource and payroll data into one large database, employee information is entered once.

In the coming months additional information regarding the project, training opportunities and how the State's human resource and payroll practitioners will be impacted will be shared in this newsletter, through agency BEACON Support Team members, and through the project's web site at www.beacon.nc.gov.



AGENCY HUMAN RESOURCE DIRECTORS, PAYROLL OFFICERS MEET WITH PROJECT TEAM TO REVIEW SHARED SERVICES CONCEPT

Following up on a promise to keep agency HR Directors and Payroll Officers updated on project developments, the BEACON HR/Payroll Project Team invited these key groups to meetings in April to introduce them to BEACON Enterprise Support Team (BEST) shared services.

State Controller Robert L. Powell began each session by greeting participants and thanking them for their active participation in the State's efforts to improve its business infrastructure. He then introduced the project's shared services vendor, Deloitte Consulting, and informed attendees that the project team would be working directly with each of them to identify impacts that the shared services approach will have on each agency.

The idea behind BEST is to bring together a team of support specialists in one location, consolidating expertise that otherwise would be scattered across the State. Other states that have moved to an HR/Payroll shared services model, an industry best practice, have gained efficiencies, moved from a focus on transactional activities to more strategic planning, and ultimately provided consistent answers to state employees regarding their benefits and payroll issues and concerns.

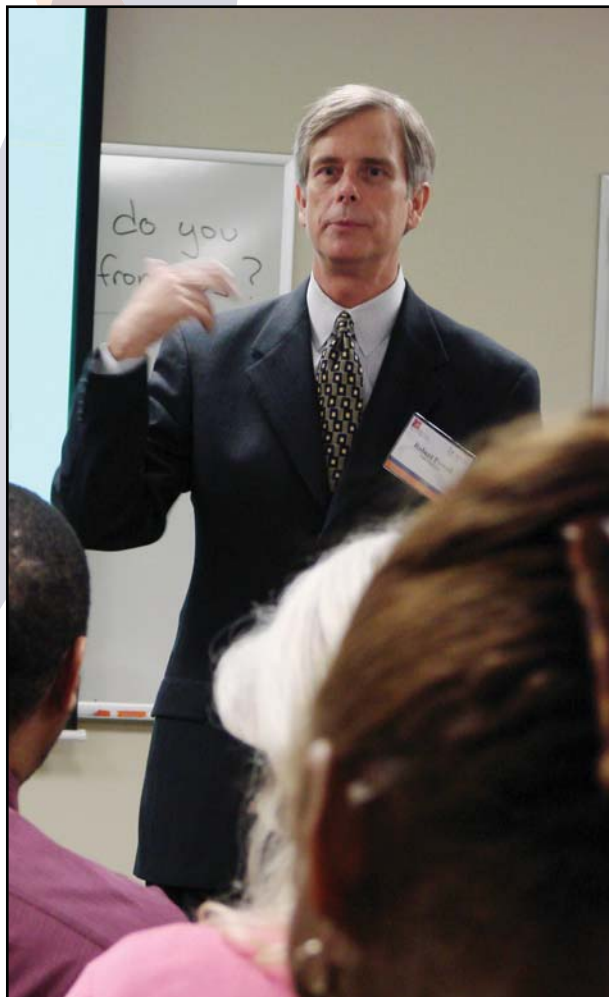
After a brief shared services overview, the project team outlined the human resource and payroll activities that will most likely be integrated

into BEST. The team then discussed the importance of conducting an impact assessment exercise. The impact assessment is an important tool that will be used to identify changes to human resource and payroll processes, policies, work loads and organizational structure at each agency. Impacts were divided into policy, organization, workload, communications and training areas.

On May 24, the project team met with agency representatives to discuss role mapping strategies. Role mapping identifies who will perform specific human resource

and payroll oriented tasks within each agency. The Office of State Budget and Management (OSBM) participate in the role mapping workshop and has been assisting agencies in identifying budget and position impacts.

The next HR Directors and Payroll Officers meetings will be scheduled for later this summer. 



State Controller Robert L. Powell answers a question about what impact BEST shared services will have on agencies' human resource and payroll departments.

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